

**KEZI**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2023-September 30, 2024**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Technical Director/Master Control/Technical Media Producer (TMP)	2-5, 8, 21, 22, 25	4
Technical Director/Master Control/Technical Media Producer (TMP)	2, 3, 5, 8, 21, 22, 25, 29	29
Marketing Specialist	2, 3, 5, 8, 25	8
Morning and Midday Anchor	2-5, 21, 25	4
Digital Content Producer / MMJ	2, 5, 7, 25	7
Chief Meteorologist	2, 3, 5, 21, 25, 29	29
Newscast Producer	2, 3, 5, 21, 25, 29	29
Payroll Coordinator	2, 3, 5, 8, 11, 21, 25, 30	30
Account Executive	2, 3, 5, 7, 21, 25	7

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	<b>The Register Guard Newspaper</b> Becky Stringfield P. O. Box 10188 Eugene, OR 97401 541.338.2505	No	0
2	<b>KEZI Website</b> Debbie Carter P.O. Box 7009 Springfield, OR 97475 541.485.5611	No	1
3	<b>TV Jobs.com</b> P.O. Box 4116 Oceanside, CA 92052	No	0
4	<b>Employee Referral</b>	No	8
5	<b>Internal Posting</b>	No	0
6	<b>University of Oregon</b> <i>Now online via Handshake (formerly DuckConnect)</i> Career Employer Services Human Resources 1283 University of Oregon Eugene, OR 94703 541.346.3214	No	0
7	<b>Word of Mouth</b>	No	4
8	<b>Indeed.com</b> <i>www.indeed.com</i> 6433 Champion Grandview Way Building 1 Austin, TX 78750 646.459.9074	No	4
9	<b>602Communication</b> Graeme Newell 1011 Lyndhurst Falls Lane Knightvale, NC 27545 919.217.4438	No	0
10	<b>Walk-in / Self-Referral</b>	No	0

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11	<b>Robert Half (fka Account Temps)</b> Kimberly Casey 800 Willamette Street Suite 430 Eugene, OR 97401 541.345.9930	No	3
12	<b>Craigslist</b> <a href="https://eugene.craigslist.org">https://eugene.craigslist.org</a>	No	0
13	<b>ZipRecruiter</b> April Bartolome 401 Wilshire 11 <sup>th</sup> Floor Santa Monica, CA 90401 april@ziprecruiter.com	No	0
14	<b>Lane Workforce Partnership</b> Oregon Employment Department Sandra Crawley 2510 Oakmont Way Eugene, OR 97401 541.686.7953	No	0
15	<b>MediaLine.com</b> Broadcast Employment Services P. O. Box 51909 Pacific Grove, CA 93950 800.237.8073	No	0
16	<b>LinkedIn</b> <a href="http://www.linkedin.com">www.linkedin.com</a>	No	0
17	<b>Spots 'n Dots</b> Emily McKay <a href="mailto:ads@spotsndots.com">ads@spotsndots.com</a> 888.884.2630 x 701	No	0
18	<b>Lane Community College</b> Career Center Staff / Tina Hunter 4000 E 30th Avenue Eugene, OR 97405 541.463.3000  Cindy Swoboda / Elizabeth Habian 3149 Oak Street Florence, OR 97439 541.463.4800	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	<b>Portland State University</b> Mindy Konczal handshake@pdx.edu PO Box 751 – ACS Portland, OR 97207-0751 503.725.4005	No	0
20	<b>Oregon State University (via Handshake)</b> Elizabeth Simmons 1500 SW Jefferson Avenue Corvallis, OR 97331 541.737.1000	No	0
21	<b>Oregon Association of Broadcasters</b> Bob Singer 3422 NW Bryce Canyon LN Bend, OR 97703 503.443.2299	No	0
22	<b>Twitter</b> <a href="https://twitter.com/KEZI9">https://twitter.com/KEZI9</a>	No	0
23	<b>Walter Cronkite School of Journalism Arizona State University</b> Michael K. Wong 555 N. Central Ave., Suite 302 Phoenix, AZ 85004 602.496.7430	No	0
24	<b>Eugene Tech Jobs</b> <a href="http://www.eugenetechjobs.com">www.eugenetechjobs.com</a>	No	0
25	<b>Allen Media Broadcasting Website</b> Lisa A. Bishop <a href="https://heartlandtv.com/careers/kezi.html">https://heartlandtv.com/careers/kezi.html</a> 3282 Northside Pkwy, Suite 275 Atlanta, GA 30327 470.355.1944	No	1
26	<b>SimplyHired.com</b> sbgresumes@sbgvtv.com 370 San Aleso Avenue Suite 200 Sunnyvale, CA 94085 650.254.9000	No	0
27	<b>Frank N Magid Associates, Inc.</b> Julie Seebold PO Box 1414 Minneapolis, MN 55480 612.216.0727	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
28	<b>Broadcast Career Link (nabfoundation.org)</b> Nick Alfera Nick.Alfera@communitybrands.com 1 M Street SE Washington, DC 20003 727.497.6565 x3305	No	0
29	<b>Internal Transfer/Promotion</b>	No	6
30	<b>ExecuSource</b> DeLisa Chambers 404-630-7796	No	4
31	<b>Broadcast Education Association (BEA)</b> Heather Birks Heather@BEAweb.org 1 M Street, SE Washington, DC 20003 202.602-0584	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			31

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Participate in an event/program for or on behalf of an educational institution (3)	<p>On 1/31/2024, a station tour was given to the Fox Hollow Campus by our Creative Services Coordinator.</p> <p>On 2/22/2024, a station tour was given to Oak Hill School by our Creative Services Coordinator.</p> <p>On 5/10/2024, a station tour was given to Teach NW, Marcola School District by our Creative Services Coordinator.</p>
<b>2</b>	Participate in an event/program for or on behalf of an educational institution	On 2/23/2024, our Chief Meteorologist provided a 4 <sup>th</sup> grade class instruction on Oregon weather and meteorology, at the Nature Discovery Christian School.
<b>3</b>	Participate in an event/program for or on behalf of a student at an educational institution	On 2/27/2024, a University of Oregon Journalism student came to the station to interview and shadow one of our Producers. He was given a station tour and learned about a day in the life of a Producer.
<b>4</b>	Participate in an event/program for or on behalf of a student at an educational institution	On 03/12/2024, a University of Oregon Journalism student came to the station to shadow one of our Photographers, observing his daily routine, learning about VOSOT, watching him operate our drone, and observing him interview a subject.
<b>5</b>	Participate in an event/program for or on behalf of an educational institution	On 4/11/2024, our Anchor/News Director spoke at Elmira High School regarding careers in broadcasting.

6	Provide an Internship Opportunity	In June 2024, a University of Oregon student began a 10-week internship in the News department where she spent time with reporters, anchors, producers, and photographers learning their crafts. The student was supervised by members of the News department.
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